

MTM #

REQUEST FOR PERSONNEL ACTION

1. Actions Requested

Recruit (Temporary)

3. For Additional Information Call (Name and Telephone Number)

Lynn Dumas @ 404-562-8149

5. Action Requested By (Typed Name, Title, Signature, and Request Date)

James D. Giattina, Director, WPD

Paul Mitchell 10-09-09

6. Action Authorized By (Typed Name, Title, Signature, and Concurrence Date)

Iris J. Ashmeade, Acting Human Resources Officer

2. Request Number

WM-10-012

4. Proposed Effective Date

1. Name (Last, First, Middle)

2. Social Security Number

3. Date of Birth

4. Effective Date

5-A. Code 5-B. Nature of Action

5-C. Code 5-D. Legal Authority

5-E. Code 5-F. Legal Authority

6-A. Code 6-B. Nature of Action

6-C. Code 6-D. Legal Authority

6-E. Code 6-F. Legal Authority

7. FROM: Position Title and Number

15. TO: Position Title and Number

Life Scientist/Env. Scientist/Ecologist

8. Pay Plan 9. Occ. Code 10. Grade or Level 11. Step or Rate 12. Total Salary

12A. Basic Pay 12B. Locality Adj. 12C. Adj. Basic Pay 12D. Other Pay

14. Name and Location of Position's Organization

16. Pay Plan 17. Occ. Code 18. Grade or Level 19. Step or Rate 20. Total Salary/Award

20A. Basic Pay 20B. Locality Adj. 20C. Adj. Basic Pay 20D. Other Pay

22. Name and Location of Position's Organization

US EPA Region 4
Water Protection Division
Wetlands, Coastal and Oceans Branch
Atlanta, GA

23. Veterans Preference

1 - None 2 - 5-Point 3 - 10-Point/Disability 4 - 10-Point/Compensable 5 - 10-Point/Other 6 - 10-Point/Compensable/30%

27. FEGLI

24. Tenure

0 - None 1 - Permanent 2 - Conditional 3 - Indefinite

25. Agency Use

26. Veterans Preference for YES NO

30. Retirement Plan

31. Service Comp. Date

28. Annuity Indicator

32. Work Schedule

29. Pay Rate Determinant

33. Part-Time Hours Per Biweekly Pay Period

34. Position Occupied

1 - Competitive Service 2 - Excepted Service 3 - SES General 4 - SES Career Reserved

35. FLSA Category

E - Exempt N - Nonexempt

36. Appropriation Code

1011/B/04W/403BE2C 100%

37. Bargaining Unit Status

38. Duty Station Code

13-0280-121

39. Duty Station (City - County - State or Overseas Location)

Atlanta, Fulton, Georgia

40. Agency Data

41.

42.

43.

44.

45. Educational Level

46. Year Degree Attained

47. Academic Discipline

48. Functional Class

49. Citizenship

1 - USA 8 - Other

50. Veterans Status

51. Supervisory Status

1. Office / Function

Initials / Signature

Date

Office / Function

Initials / Signature

Date

A.

B.

C.

D.

E.

F.

Signature

Approval Date

2. Approval: I certify that the information entered on this form is accurate and that the proposed action is in compliance with statutory and regulatory requirements.

CONTINUED ON REVERSE SIDE

PART 1 - EMPLOYEE'S REASON FOR RESIGNATION/RETIREMENT

(Note to Supervisors: Do you know of additional or conflicting reasons for the employee's resignation/retirement?
(If "YES", please state these facts on a separate sheet and attach to SF 52.)

☐ YES ☐ NO

PART 2 - EMPLOYEE'S REASON FOR RESIGNATION/RETIREMENT

Privacy Act Statement

You are requested to furnish a specific reason for your resignation or retirement and a forwarding address. Your reason may be considered in any future decision regarding your re-employment in the Federal service and may also be used to determine your eligibility for unemployment compensation benefits. Your forwarding address will be used primarily to mail you copies of any documents you should have or any pay or compensation to which you are entitled.

This information is requested under authority of sections 301, 3301, and 8506 of title 5, U.S. Code. Sections 301 and 3301 authorize OPM and agencies to issue

regulations with regard to employment of individuals in the Federal service and their records, while section 8506 requires agencies to furnish the specific reason for termination of Federal service to the Secretary of Labor or a State agency in connection with administration of unemployment compensation programs.

The furnishing of this information is voluntary; however, failure to provide it may result in your not receiving: (1) your copies of those documents you should have; (2) pay or other compensation due you; and (3) any unemployment compensation benefits to which you may be entitled.

1. Reasons for Resignation/Retirement (NOTE: Your reasons are used in determining possible unemployment benefits. Please be specific and avoid generalizations. Your resignation/retirement is effective at the end of the day - midnight - unless you specify otherwise.)

2. Effective Date	3. Your Signature	4. Date Signed	5. Forwarding Address (Number, Street, City, State, ZIP Code)
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Extramural Resources Management Duties Checklist

This checklist must be used with all PDs to identify the percentage of time an employee is engaged in duties related to managing contracts, grants, cooperative agreements, and interagency agreements. For positions requiring performance of these duties for 25% or more of the employees time, in addition to this checklist, such duties must also be described in the body (major duties area) of the PD.

Employee Information		Percentage of Time Spent on Extramural Resources Management	
Name			This position has no extramural resources management responsibilities.
Position Number		x	Total extramural resources management duties occupy less than 25% of time.
Title	Environmental Scientist		Total extramural resources management duties occupy 25% to 50% of time. These duties are indicated below and described in the position description.
	Life Scientist		
	Ecologist		
Series/Grade	GS-1301/0401/0408		Total extramural resources management duties occupy more than 50% of time. These duties are indicated below and described in the position description.
Organization	WPD/ WCOB		

When this checklist is used as an amendment to a position description, the following signatures are required:

Supervisor's Signature	<i>CW</i>	Date	10/8/09
Personnel Specialist's Signature		Date	

Part 1. Contracts Management Duties

			Monitors management and performance of delivery orders/work assignments after award
Pre-award:			Defines scope of work for work assignments
	Plans Procurements		Approves payment requests of ACH drawdowns
	Estimates Costs		Manages cost-reimbursement contracts
	Obtains funding commitments		Reviews invoices
	Prepares procurement requests		Inspects and accepts deliverables
	Writes statements of work		Other (list)
	Reviews statements of work		
	Processes unsolicited proposals		
	Responds to pre-award inquiries		
	Participates in pre-award conferences		Close-out:
x	Conducts technical evaluation of proposals		Writes reports on contractor performance, costs, and tasks performed
	Participates in debriefing/protests		Reconciles payments with work performance
	Other (lists)		Closes-out payments
			Performs cost accounting
			Provides assistance to Contracting Officer in settling claims
Post-award:			Other (list)
	Prepares delivery orders		
x	Reviews contractor work plans		
x	Reviews contractor progress reports		
	Monitors government-furnished property		
	Monitors cost, management, and overall technical performance of contract after award		
		Percentage of Time Spent on Contracts Management	
		3	%

Continued

Part 2. Grants/Cooperative Agreements Duties		Advises Grants Management Office of potential problems/issues	
Pre-application/Application:		Participates in decisions/actions to ensure successful project completion and in decisions to impose sanctions	
Prepares solicitation for proposals		Approves payments requests or ACH drawdowns	
Identifies potential grantees for area of program emphasis		Reviews requests for modifications, additional funding, etc., and makes recommendations to Grants Management Office	
Makes initial determinations (whether project is procurement or assistance, whether agency has legal authority, whether applicant is eligible, whether funding is available, etc.)		Negotiates amendments	
Provides administrative information to applicants		Reviews Cost/Price/Analysis for recipient contracts/change orders (Superfund only)	
Determines appropriateness of applicant's workplan/activities/budget and compliance with regulations and guidelines and negotiates changes with applicant		When necessary, recommends termination of the agreement	
Assists applicant in resolving issues in application		Resolves with Grants Management Office administrative and financial issues	
For cooperative agreement, determines substantial Federal involvement and develops a condition for agreement		Conducts periodic reviews to ensure compliance with agreement	
Negotiates level of funding		Other (list)	
Conducts site visits to evaluate program capability		Close-out:	
Serves as resource to Selection Panel		Certifies deliverables were satisfactory and timely	
Informs applicants of funding decisions		Provides assistance to recipients and Grants Management Office to ensure timely close-out	
Other (list)		Reconciles payment with work performed	
		Notifies recipient of close-out requirements	
Award:		Obtains legal assistance if necessary to resolve incomplete close-out	
Prepares funding package, including Decision Memorandum		If project is audited, responds to issues and ensures recipient complies with audit recommendations	
Obtains concurrences/approvals		Other (list)	
Reviews/concurs in completed document			
Establishes project file			
Other (list)			
		Percentage of Time Spent on Grants/Cooperative Agreements Management	
Project Management/Administration:			
Monitors recipient's activities and progress			
x Reviews reports and deliverables and notifies recipient of comments			
x Provides technical assistance to recipients			
Part 3. Interagency Agreements Duties			
Pre-Agreement:		Monitors cost management and overall technical performance	
Plans and negotiates work effort		Participates in decisions about project modification/termination	
Estimates costs		Conducts periodic review of Superfund State Contracts payments receipts (Superfund only)	
Obtains funding commitments		Inspects and accepts deliverables	
Prepares commitment notice		Other (list)	
Writes or reviews scope of work			
Responds to pre-agreement inquiries		Close-out:	
Participates in pre-agreement conferences		Reviews final report	
Coordinates with appropriate staff in developing Independent Government Cost Estimates (IGEs)		Decides on disbursement of equipment	
Negotiates and ensures execution of Superfund State Contracts (Superfund only)		Reconciles payments with work performed	
Performs technical evaluation of work plan and budget		Reviews Superfund State Contracts to ensure full reimbursement (Superfund only)	
Prepares funding package and obtains necessary concurrences		Certifies deliverables	
Other (list)		Resolves close-out issues with Grants Management Office/other agency	
		Other (list)	
Project Management/Administration:		Percentage of Time Spent on Interagency Agreements Management:	
Reviews progress reports/financial reports			



United States
ENVIRONMENTAL PROTECTION AGENCY
Washington, DC 20460

SF 52 Checklist

SF 52 Request #: _____ Position Title/Series: _____

Entry Grade(s)/Full Performance Level of Position: _____

Functional Title (e.g., On-Scene Coordinator, PO, RPM, Accountant): _____

DIRECTIONS: This form must be completed by the hiring official or supervisor for all personnel actions involving a change in position description (exceeding 180 days) and must be submitted along with the SF 52 Request for Personnel Action.

Is this position one of the following that has been predesignated? Yes ☐ No ☐
If you answered "Yes," please skip all remaining questions, sign and date the form.

- | | |
|---|--|
| <input type="checkbox"/> On-Scene Coordinator (High Risk) | <input type="checkbox"/> Contract Specialist (Moderate Risk) |
| <input type="checkbox"/> Remedial Project Manager (Moderate Risk) | <input type="checkbox"/> Grants Specialist-GS 12 and below (Low Risk) |
| <input type="checkbox"/> RCRA Corrective Action Officer (Moderate Risk) | <input type="checkbox"/> Grants Specialist-GS 13 and above (Moderate Risk) |
| <input type="checkbox"/> Inspector (Moderate Risk) | <input type="checkbox"/> Attorney (Moderate Risk) |
| <input type="checkbox"/> Criminal Investigator (High Risk) | <input type="checkbox"/> Deputy Division Director (High Risk) |
| <input type="checkbox"/> Grants Project Officer (Moderate Risk) | <input type="checkbox"/> Supervisor of High Risk Employees (High Risk) |
| <input type="checkbox"/> Contract Project Officer (Moderate Risk) | |

Directions for Questions 1-13: Answer all "Yes/No" questions. For questions answered "Yes," check all items that apply. Where explanation is requested, attach additional pages if needed.

(1) Requires access to classified or sensitive information or materials: Yes ☐ No ☐

- | | |
|--|---|
| <input type="checkbox"/> Secret | <input type="checkbox"/> Other information that if compromised could cause harm |
| <input type="checkbox"/> Top Secret | <input type="checkbox"/> Audits |
| <input type="checkbox"/> Personally identifiable information | <input type="checkbox"/> Investigations |
| <input type="checkbox"/> Proprietary information | <input type="checkbox"/> EPA's financial resources/records |
| <input type="checkbox"/> Confidential business information | |

Hazardous or dangerous material (nuclear, biological, or chemical) Yes ☐ No ☐

What hazardous materials are involved? _____

(2) Makes final decisions or authoritative recommendations, including ones that may have a direct effect on health and safety: Yes ☐ No ☐

(3) Supervision level received:

- ☐ Close supervision
☐ General supervision
☐ Administrative only

Work is reviewed:

- ☐ While in progress
☐ Only after completion

Administrative controls are in place: Yes ☐ No ☐

What are they? _____

(4) Obliges the Agency to take action or to spend funds. Yes ☐ No ☐

What actions? _____

What amount of funding? _____

What is the financial limit? _____

POSITION DESCRIPTION (Please Read Instructions on the Back)

2. Reason for Submission		3. Service		4. Employing Office Location		5. Duty Station		1. Agency Position No.	
<input type="checkbox"/> Redescription	<input checked="" type="checkbox"/> New	<input type="checkbox"/> Hdqtrs	<input type="checkbox"/> Field	Atlanta		GA			
<input type="checkbox"/> Reestablishment		<input type="checkbox"/> Other						6. OPM Certification No.	
Explanation (Show any positions replaced)									

7. Fair Labor Standards Act		8. Financial Statements Required		9. Subject to IA Action	
<input checked="" type="checkbox"/> Exempt	<input type="checkbox"/> Nonexempt	<input type="checkbox"/> Executive Personnel Financial Disclosure	<input type="checkbox"/> Employment and Financial Interest	<input type="checkbox"/> Yes <input type="checkbox"/> No	
10. Position Status		11. Position Is		12. Sensitivity	
<input checked="" type="checkbox"/> Competitive	<input type="checkbox"/> Excepted (Specify in Remarks)	<input type="checkbox"/> Supervisory	<input type="checkbox"/> Managerial	<input type="checkbox"/> 1-Non-Sensitive	<input type="checkbox"/> 3-Critical
<input type="checkbox"/> SES (Gen.)	<input type="checkbox"/> SES (CRI)	<input checked="" type="checkbox"/> Neither	<input type="checkbox"/> 2-Noncritical Sensitive	<input type="checkbox"/> 4-Special Sensitive	
				13. Competitive Level Code	
				14. Agency Use	

15. Classified/Graded by	Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
a. Office of Personnel Management						
b. Department, Agency or Establishment						
c. Second Level Review						
d. First Level Review						
e. Recommended by Supervisor or Initiating Office	Env/Life Scientist/Ecologist	GS		12		
16. Organizational Title of Position (if different from official title)		17. Name of Employee (if vacant, specify)				

18. Department, Agency, or Establishment		c. Third Subdivision	
US EPA Region 4			
a. First Subdivision		d. Fourth Subdivision	
Water Protection Division		e. Fifth Subdivision	
b. Second Subdivision			
Wetlands, Coastal and Oceans Branch			

19. Employee Review-This is an accurate description of the major duties and responsibilities of my position.	Signature of Employee (optional)

20. Supervisory Certification. I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes relating to appointment and payment of public funds, and that false or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor	b. Typed Name and Title of Higher-Level Supervisor or Manager (optional)
Thomas Welborn, Chief	James D. Giattina, Director
Wetlands, Coastal and Oceans Branch	Water Protection Division
Signature	Signature
<i>[Signature]</i>	<i>[Signature]</i>
Date	Date
10/8/07	10-09-09

21. Classification/Job Grading Certification. I certify that this position has been classified/graded as required by Title 5, U.S. Code, in conformance with standards published by the U.S. Office of Personnel Management or, if no published standards apply directly, consistently with the most applicable published standards.	22. Position Classification Standards Used in Classifying/Grading Position
Typed Name and Title of Official Taking Action	

Information for Employees. The standards; and information on their application, are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or the U.S. Office of Personnel Management. Information on classification/job grading appeals, and complaints on exemption from FLSA, is available from the personnel office or the U.S. Office of Personnel Management.

23. Position Review	Initials	Date	Initials	Date	Initials	Date	Initials	Date	Initials	Date
a. Employee (optional)										
b. Supervisor	<i>[Signature]</i>	10/8/07			<i>[Signature]</i>	10-09-09				
c. Classifier										
24. Remarks										

25. Description of Major Duties and Responsibilities (See Attached)

NSN 7540-00-834-4265

Previous Edition Usable

5008-106

OF 8 (Rev. 1-85)
U.S. Office of Personnel Management
FPM Chapter 295

POSITION DESCRIPTION
Statement of Differences

Interdisciplinary, GS-12 TEMPORARY POSITION

0401 Life Scientist

1301 Environmental Scientist

0408 Ecology

The incumbent serves as an **aquatic stream biologist/aquatic stream ecologist** with specialized knowledge of high gradient stream systems in the Wetlands, Coastal and Oceans Branch. The incumbent works with Branch staff to assess water quality conditions in streams impacted by mining and other land use activities, as well as determine anticipated impacts from proposed mining projects. The incumbent will recommend methods to avoid and minimize impacts, assist in the development of field protocols, policy changes, permitting program requirements, and training related to stream and wetland management. The incumbent is responsible for managing administrative and environmental protection work that includes technical, communication, and programmatic duties.

Duties and responsibilities are essentially the same as described at the GS-13 level, except for the following factors. The incumbent for this position will work at a lesser level of independence and authority. Assignments for this position will be less controversial. The incumbent will receive guidance and direction from more senior staff and management.

Factor 3-3 Guidelines 275 points

The scientist evaluates, interprets, selects, and applies guidelines to specific cases and requirements; and adapts and modifies existing guides in applying established methods and practices to new situations or in relating new assignments to precedent ones.

Factor 5-3 Scope and Effect 150 points

The purpose of the position is to assess water quality conditions in streams impacted by mining and other land use activities; to determine anticipated impacts from proposed mining projects; and to recommend methods to avoid and minimize impacts, assist in the development of field protocols, policy changes, permitting program requirements, and training related to stream and wetland management. The work performed comprises the basis for pollution abatement efforts in assuring conformity to national and regional regulations and guidelines established for the protection of the environment and the health and safety of residents within the eight states of Region 4. The incumbent's recommendations and decisions impact agency, state, and local water quality management programs, and environmental objectives.

1. Agency Position No.

1. Agency Position No.

POSITION DESCRIPTION

Interdisciplinary, GS-13 TEMPORARY POSITION
0401 Life Scientist
1301 Environmental Scientist
0408 Ecology

Position Number:

Organizational PD Code:

BACKGROUND: Wetlands, Coastal and Oceans Branch, Water Division, Region 4, United States Environmental Protection Agency, Atlanta, Georgia. The Branch is responsible for the wetlands and marine regulatory for Region 4. The wetland regulatory program oversees the Clean Water Act Section 404 permitting program, works with the state agencies and United States Corps of Engineers involved in stream and wetland protection and restoration, and implements and coordinates partnership activities to preserve, restore and enhance wetlands and streams. The wetland regulatory program provides assistance and direction to states, federal agencies and tribes on technical and programmatic aspects of wetland and stream management practices and coordinates national and regional policy for the program, all within the context of watershed management.

INTRODUCTION: The position is an **aquatic stream biologist/aquatic stream ecologist** with specialized knowledge of high gradient stream systems in the Wetlands, Coastal and Oceans Branch. The incumbent works with Branch staff to assess water quality conditions in streams impacted by mining and other land use activities, as well as determine anticipated impacts from proposed mining projects. The incumbent will review chemical and biological monitoring data and reports and investigate coal mining and other impacts to stream biota within the context of watershed management and restoration. The incumbent will recommend methods to avoid and minimize impacts, assist in the development of field protocols, policy changes, permitting program requirements, and training related to stream and wetland management. The incumbent is responsible for managing administrative and environmental protection work that includes technical, communication, and programmatic duties.

MAJOR DUTIES AND RESPONSIBILITIES:

Performs work to support the Clean Water Act Section 404 permitting program, monitoring, data analysis and protection in Region 4's rivers, streams and wetlands. Reviews Section 404 and Surface Mining Control and Reclamation Act (SMCRA) permits to determine mining impacts on the aquatic environment. Makes recommendations to avoid and minimize impacts to the aquatic environment and waters of the U.S. Makes water quality recommendations to protect designated uses and improve habitat. Coordinates with the Clean Water Act Section 402 NPDES permitting program for proposed projects that require involvement by both programs. Assists in and makes recommendations for the development of field protocols, policy changes, permitting program requirements, and training related to stream and wetland management. Works closely with state agencies involved in mining-related environmental management issues.

Reviews mine reclamation and stream and wetland restoration plans. Determines if proposed mitigation adequately compensates for impacts. Recommends ways to improve mitigation to benefit aquatic communities and diversity within a watershed context.

Analyzes water quality by investigating fish, amphibian, macroinvertebrate and/or plankton populations and comparing them with the expected norm. Analyzes the composite bottom fauna community.

Plans, coordinates, and conducts field sampling or studies using a variety of standard methods, procedures, and techniques. Compiles, analyzes and interprets field and laboratory biological and chemical data, and reports conclusions.

Addresses industrial, educational, governmental, business and other sectors on matters dealing with water pollution and aquatic biology.

Plans special surveys to assess stream and wetland condition, measure the influence of pollutants on the aquatic environment and investigate samples to identify the existing populations of aquatic biota in an aquatic environment. Becomes an expert with the various State stream and wetland assessment methodologies for assessing stream and wetland condition, and recommends protocol improvements that incorporates the best state-of-the-science methodologies.

Operates, calibrates and maintains specialized scientific equipment used in aquatic biology. Uses basic GIS skills to generate GIS products helpful to determining cumulative impacts in a watershed context.

Investigates non-point and point source adverse impacts to stream biota and recommends methods to reduce impacts.

Prepares periodic and/or special technical, scientific reports and articles. Integrates knowledge of sciences, computer sciences, remote sensing, and/or data management to perform complex and detailed multi-media, geo-referenced analyses with state-of-the-art computer systems.

Performs program administration work, or environmental liaison work, in order to accomplish the assigned environmental management and protection duties. The incumbent serves as technical contact on state or tribal grants or contracts related to these duties.

Confers with regional attorneys on permitting actions and litigation involving the wetlands and stream programs, providing technical data and reports, as needed. Notifies the wetlands and stream enforcement programs of potential permit compliance violations and enforcement cases.

Program/Project Management

Provides advice and assistance to state, local and/or tribal governments on matters relating to the development, execution, and monitoring of adequate environmental protection policies, plans, and programs. Using established EPA protocol, reviews, analyzes, and recommends

modifications of routine projects or portions of complex plans and/or programs developed by state, local and/or tribal government entities to implement various provisions of state or federal environmental programs. Develops and analyzes data and prepares reports regarding implementation by state, local and/or tribal environmental protection programs.

Performs program administration work or environmental liaison work in order to accomplish the assigned environmental management and protection duties.

Scientific and Technical Analysis

Uses analytical methods and techniques to analyze a wide range of scientific, legal, environmental protection, and/or environmental management issues. Using standard analyses and field studies, provides technical assistance regarding data review, quality assurance and sampling techniques to Regional staff, state and local agencies, private industry, and the general public. Prepares reports defining results of analyses, stating results and making recommendations as appropriate.

Regulation Review/Implementation

Reviews and implements environmental standards, guidelines, policies, and formal regulations. Reviews program guidance/regulations and provides comments in support of regulatory actions promulgated by the agency in a program or policy area. Develops technical analysis when needed in support of comments on proposed regulations or regional implementation of the same. Develops quality assurance guidelines to establish data quality.

Factor 1-6 Knowledge Required by the Position 950 Points

Knowledge, experience and education should include aquatic stream biology and/or stream ecology, fish biology, aquatic entomology, hydrology and water chemistry.

Knowledge of stream biocriteria, water quality sampling and stream and wetland habitat assessment methodologies.

The position requires knowledge of applicable environmental statutes and regulations. Basic knowledge of Clean Water Act (CWA) programs, such as wetlands and streams (Section 404); the CWA 401 programs related to the state water quality agencies' water quality certification programs; the National Pollutant Discharge Elimination System (Section 402); the Water Quality Standards Program; activities as established by CWA Section 303 of the Clean Water Act; and the Surface Mining Control and Reclamation Act (SMCRA).

Knowledge of federal, state, and local laws and regulations, documentation and reporting requirements, and lawmaking or rule making processes.

Factor 2-3 Supervisory Controls 275 points

The supervisor makes assignments in the form of broad functional responsibilities with broad objectives. The scientist independently plans and carries out assignments through to completion,

and resolves problems in accordance with accepted practices. Completed work is reviewed for technical soundness, appropriateness, and conformance with policy and objectives.

Factor 3-3 Guidelines 275 points

The scientist evaluates, interprets, selects, and applies guidelines to specific cases and requirements; and adapts and modifies existing guides in applying established methods and practices to new situations or in relating new assignments to precedent ones.

Factor 4-3 Complexity 150 points

Assignments involve the interpretation and implementation of policy and program directives that generally require supplementation to provide adequate coverage for a range of subjects involving public safety and welfare, and the protection of natural resources. Individual assignments typically involve complex features, requiring modification or adaptation of conventional practices and criteria.

Factor 5-3 Scope and Effect 150 points

The purpose of the position is to assess water quality conditions in streams impacted by mining and other land use activities; to determine anticipated impacts from proposed mining projects; to review chemical and biological monitoring data and reports and investigate coal mining and other impacts to stream biota within the context of watershed management and restoration; and to recommend methods to avoid and minimize impacts, assist in the development of field protocols, policy changes, permitting program requirements, and training related to stream and wetland management. The work performed comprises the basis for pollution abatement efforts in assuring conformity to national and regional regulations and guidelines established for the protection of the environment and the health and safety of residents within the eight states of Region 4. The incumbent's recommendations and decisions impact agency, state, and local water quality management programs, and environmental objectives.

Factor 6-3 Personal Contacts 60 points

Contacts are with a wide range of professional and administrative personnel throughout the Agency, at other Federal Agencies, in state and local government, Tribal government, private industry, academia, environmental advocacy groups, and in some cases, the media and elected officials.

Factor 7-3 Purpose of Contacts 120 points

The purpose of contacts is to influence or negotiate with others who may be skeptical or uncooperative or whose interests differ from those of the program represented. Issues to be resolved are sensitive or controversial. Contacts are also undertaken to plan, coordinate, or advise on work efforts or resolve operating problems dealing with others who are working toward mutual goals.

Factor 8-1 Physical Demands 5 points

The work is primarily sedentary office work, however physical effort will also be required, including field work. The work will require some travel.

A current valid state driver's license is required.

The employee must successfully complete 24 hours of classroom safety training and must hold regional certification that she/he has met this requirement. The employee must take 8 hours of refresher safety training each year.

Factor 9-1 Work Environment 5 points

Work is typically performed in an adequately lighted and climate controlled office. Will require some travel. There may be occasional exposure to moderate risks or discomforts due to field work associated with mining and other land use sites.

STAFFING REQUISITION

Print Form

Our Online Automated Recruitment System (EZ-Hire) electronically prescreens candidates and ranks them according to specified criteria.

Your success in attaining high quality candidates using EZ-Hire will be based largely on the time you spend with your Human Resources (HR) Specialist during the pre-recruitment process. Please consult with your HR Specialist on the items that follow.

SF-52: WM-10-012

Organization: WPD/WCOB

Selecting Official's Name: Tom Welborn

Phone Number (404) 562-9354

Fax Number (404) 562-9343

Subject Matter Expert's Name: Eric Hughes

Phone Number (904) 232-2464

Fax Number (904) 232-1888

Position Description: Before recruitment can be initiated, you need to develop a Position Description (PD) that accurately reflects the duties and responsibilities of the job to be filled. PD's that were previously classified may also be used (submit the old PD coversheet).

Job Title: Env/Life Scientist/Ecologist

Series: 1301/0401/0408

Grade(s): 12/13

Position Was Occupied By (Name):

Position Number:

Vacancy Identified in Succession Management Plan: ☐

Vacancy Aligned with Agency Human Capital Goals: ☐

Duty Station: Atlanta, GA

List Multiple/Other Locations:

#Positions to Fill: 1

Promotion Potential: GS-13

Work Schedule: Full-Time

If Part-time, Hours/week:

Position Type:

Term

NTE:

NTE 2 yrs

Type of Vacancy Announcement - Select One

Merit Promotion:

Delegated Examining:

Delegated Examining - Open to any United States Citizen - Nationwide

Name Request (DE only):

Attach Resume and
Transcripts (if applicable)

Other:

Information on Types of Announcements:

Merit Promotion - Open only to applicants who have served on permanent, competitive service appointments or certain non-competitive appointing authorities. Certain Veterans may also apply, but do not receive preference points and selection priority. No one else is eligible to apply. Eligible candidates compete under EPA's Merit Promotion Plan procedures.

Delegated Examining - Any United States Citizen may apply. Positions are advertised under guidelines of the Delegated Examining Agreement between EPA and the Office of Personnel Management (OPM), and constitute Federal Examining Procedures. Federal employees may also apply on these announcements, but if selected, may be required to complete a new probationary period. Veterans receive preference points and have selection priority.

EPA Order

3110.20

Approval Date: 11/14/2002

Review Date: 11/14/2005

FORM 1: Determination for payment of relocation expenses

Life Scientist/Ecologist

Position: Environmental Scientist Vacancy announcement #: _____

Organization: Water Protection Division Location (city, state): Atlanta, GA
In determining whether payment for relocation expenses would be in the Government's interest for an employee or outside candidate selected to fill the position listed above, I have considered the factors listed below.
[Check off and add comments as appropriate]

- _____ 1. Labor market conditions, locally and elsewhere Comment: _____
- X 2. Availability of resources to pay relocation expenses Comment: Adequately skilled and diverse pool of candidates exists locally.
- X 3. Past recruitment experience with similar vacancies Comment: _____
- _____ 4. Time constraints related to filling the vacancy Comment: _____
- _____ 5. Diversity concerns related to filling the vacancy Comment: _____
- _____ 6. Other [specify] _____ Comment: _____
- _____ 7. Other [specify] _____ Comment: _____

Based on my consideration of the above factors, I have concluded that:

- _____ [initial] It is in the Government's interest to pay relocation expenses. Payment of relocation expenses will assist in attracting qualified candidates.
- X [initial] It is not in the Government's interest to pay relocation expenses. Payment of relocation expenses is not necessary to attract qualified candidates.

The vacancy announcement and any other solicitation for this position will be consistent with the determination initialed above. A statement consistent with this determination will be included in the vacancy announcement for this position and in any related publications or documents.

Name: Gail Mitchell Date 10-09-05
[signature]

Title: Division Director Office/code Water Protection Division

[This form may be amended locally to include separate signature lines documenting the recommendation, decision, and/or concurrence of specific management officials.]

United States Environmental Protection Agency
Federal Facilities Branch
Sam Nunn Atlanta Federal Center
61 Forsyth Street, SW, Atlanta, GA 30303-8960

MEMORANDUM

DATE: October 8, 2009

SUBJECT: Justification for term/temp position for Region 4

FROM: Iris Ashmeade, Acting Chief, Office of Human Capital Management and
Workplace Innovations, Region 4

TO: Deirdre Overbey, Shared Service Center Merit Promotion Program

Region 4 requires a Life Scientist/Ecologist/Environmental Scientist for a term appointment to serve as an Aquatic Biologist for a new Mining Section within the Water Protection Division. The position is a term appointment because it is unclear at this point whether funding will remain available for the position beyond FY 2011. It is anticipated that the surface mining work will decline over time and the position will not be needed in the future.

Gail Mitchell for Tom Wilborn 10-09-09
Gail Mitchell for 10-09-09

Approve: _____

Date: _____

Disapprove: _____

Date: _____